

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

LABOR RELATIONS DIVISION

1515 STREET, NORTH BUILDING, SUITE 400

SAC, SACRAMENTO, CA 95814-7243



August 1, 2006

Mr. Alan Barcelona, President  
CAUSE Statewide Law Enforcement Assn.  
2029 H Street  
Sacramento, CA 95814

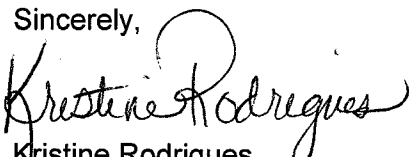
Dear Mr. Barcelona:

Consistent with statutory requirements, the State is prepared to begin negotiations with CAUSE Statewide Law Enforcement Association, Bargaining Unit 7 for an extended agreement and submits the attached initial bargaining proposals.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

We look forward to beginning negotiations.

Sincerely,

  
Kristine Rodrigues  
Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals  
For inclusion in the Agreement with the  
CAUSE Statewide Law Enforcement Association  
Bargaining Unit 7  
Protective Services and Public Safety**

The parties agree to meet and confer for the purpose of modifying and extending the current Memorandum of Understanding.

The State is proposing to modify the following articles:

**Article 10 – Benefits**

The State proposes to negotiate changes to the employer contribution rate.

**Article 11 – Retirement**

The State employer proposes to negotiate changes to the employees' retirement to reduce the employer's future financial liability while providing a reasonable retirement benefit.

**Article 12 – Reimbursements**

The State employer proposes to negotiate a change to the mileage reimbursement rate.

**Article 19 - Salaries**

The State employer is prepared to negotiate over compensation proposals utilizing a total compensation approach to employee compensation and benefits.

The State employer reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.